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1991

URBAN MUNICIPAL

MARCH 8/91-

COMMUNITY BASED EMPLOYMENT
ADJUSTMENT COMMITTEE

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THE REGIONAL MUNICIPALITY
OF HAMILTON - WENTWORTH

Office of the Chairman

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1991

NOTICE OF MEETING

COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

DATE: FRIDAY, MARCH 8, 1991

TIME: 1:30 P.M.

PLACE: Committee Room - 15th Floor
Ellen Fairclough Building
119 King Street West
Hamilton, Ontario

Minutes of January 25, 1991 Meeting enclosed for
your information and perusal.

MINUTES**COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE
STEERING COMMITTEE**

Meeting Date: January 25, 1991
1:30 p.m.
119 King St. West, 15th Floor, Committee Room

Present: Chairman Reg Whynott, Regional Chairman
Mr. Tony Busseri, CEC Hamilton Region
Ms. Karen Wells, CEC Hamilton Region
Mr. Ara Kuyumjian, Industrial Adjustment Service, CEC
Ms. Patty Sterling, Citizen's Action Group/ Hamilton Help Center
Mr. Andrew Tapajna, Mohawk College
Mr. Bill Thompson, Honourable Dr. Richard Allen's office
Ms. Kathy Drewitt, Hamilton and District Chamber of Commerce
Mr. Jim Boles, Regional Social Services
Mr. John Dodds, Executive Assistant, Hamilton-Wentworth STAC
Mr. Jim Vanderveken, Mohawk College
Ms. Nan McDonald, Worker Education Center
Mr. Walter Tuohy, Ministry of Skills Development
Councillor Brian Hinkley, Regional Councillor
Mr. Mike Schuster, Commissioner, Regional Social Services
Mr. Neil Everson, Regional Economic Development Dept.

Absent With Regrets: Councillor Don Ross, Chairman Economic Development & Planning Committee
Mr. John Buttrum, Citizen's Action Group
Mr. Brian Adamczyk, Hamilton and District Labour Council
Mr. Dan Patterson, Ministry of Skills Development
Mr. Mike Pennock, Hamilton & District Social Planning & Research Council
Mr. Jim Webber, Mohawk College
Mr. John Martin, Local 1005, USWA
Ms. Lisa Avedon, Ontario Ministry of Labour
Mr. Harry Shardlow, Ontario Ministry of Labour
Dr. Richard Allen, MPP
Mr. Bob MacKenzie, MPP
Mr. Brian Charlton, MPP
Mr. Alf Spencer, Regional Social Services
Mr. Lee Kirkby, Hamilton and District Chamber of Commerce
Mr. Ted Tompkins, AMEA Man. Consultants

1. Review of Minutes

Chairman Whynott welcomed all committee members and called for an adoption of the previous minutes of the December 14, 1990 meeting. The motion was forwarded by Ms. Patty Sterling and seconded by Ms. Kathy Drewitt. **CARRIED**

2. Report from sub-committees

Chairman Whynott asked each acting chair of the three large sub-committees to report on their group activities.

a) Marketing and Publicity

Chairperson: Ms. Kathy Drewitt

Ms. Drewitt reported that the Chambers Older Worker Committee would be converted into the public relations group and direct their efforts to the marketing of this service. Ms. Drewitt encouraged all committee members or their contacts to attend the next meeting of the public relations committee and join in the endeavours of this group.

b) Funding and Government Relations

Chairman: Mr. Brian Adamczyk

Mr. Bill Thompson summarized the recent meeting of this committee and their minutes which were attached to the agenda. Primarily, he covered three points those being:

- a) a detailed accounting of existing programs.
- b) critical skill shortages identified in the local labour market.
- c) employment adjustment services designed to handle individual client needs.

Chairman Whynott asked Bill Thompson if the Community Based Employment Adjustment Committee would be able to access funding such as that announced in the Honourable Bob MacKenzie, Minister of Labour announcement to the media on Thursday the 24 of January 1991. Bill Thompson agreed to investigate this issue and report back to the committee at it's next meeting. Similarly, Ms. Kathy Drewitt of the Chamber of Commerce enquired to those members of the funding and government relations committee why the Greater Hamilton community has yet to see any funds from Bill C21? Mr. Tony Busseri, CEC, District Manager stated that by mid-February their office should be aware of exactly what funding would become available.

Councillor Hinkley expressed a concern that if there was increased funding for employment adjustment that any new office should be located in this region and that the Minister should direct all his efforts to this matter.

A brief discussion ensued about the skills training needs and the inclusion of other municipalities. Ms. Karen Wells of the Employment Center distributed a copy of a document indicating all those organizations involved in the training network.

c) **Delivery/Providers**

Acting Chair: Ms. Patty Sterling

Ms. Sterling indicated that this group had not yet met, partially due to the amount of work currently being done by her organization. She updated the group on the five major companies she is presently working with. These include the following:

- a) St. Elizabeth Nursing Home
- b) ABB
- c) Woolworth's
- d) Stelco
- e) Dare Candies

Patty Sterling indicated that either the federal Industrial Adjustment Service or the Hamilton Help Center has become involved with most of these organizations. Patty Sterling reports that Woolworth's has refused to participate in any adjustment services and felt that their Human Resources Department would be able to handle the affected workers and bluntly stated that they did not require community based services.

Ms. Nan MacDonald of the Worker Education Center indicated that they are presently establishing a program for Dare Candies. She also asked if she could become a member of the providers group - this was unanimously agreed upon by all members. Mr. John Dodds of Transkills indicated that a program had been put in place to train all impacted workers from these major plant closures. Mr. Ara Kuyumjian announced that the company must be made to accept ownership for the problem of layoffs and termination and consequently the need for industrial adjustment services. It came out in the discussion that Dare Candy had decided to utilize the Hamilton Help Center as opposed to the Federal Industrial Adjustment service. The question was raised that with the case of Dare Candies where one industrial adjustment is being chosen over the other, if in the effect, we are not creating competition instead of trying to assist those employees "falling through the cracks".

Ms. Patty Sterling briefly discussed the significant funding contribution to the Hamilton Help Center from the Provincial Government. Relating to this Mr. Mike Schuster indicated that in the next meeting of the providers group a policy must be established to most effectively direct services to employers.

3. Red Hill Creek Implications

Ms. Kathy Drewitt of the Hamilton and District Chamber of Commerce presented a brief excerpt from a survey done by the Chamber regarding the NDP's recent decision to cut funding for the expressway. She stressed that the Chamber was extremely surprised by just how large this impact could be. Out of all those businesses surveyed an amazing 88% disagreed with a decision of the NDP Government and indicated that it would negatively impact their business.

4. New Firms Requiring Services

This agenda item was primarily addressed in the report of the sub-committees and Ms. Patty Sterling added brief comments regarding details of the individually affected companies.

5. Other Business

Mr. Mike Schuster, Commissioner of Social Services updated the committee on the current welfare and social services problems. Mr. Schuster indicated that the caseload is up 50% from last year and that November was an all time high even exceeding 1984 levels. Mr. Schuster indicates that approximately 17,000 people are effected by a caseload of 9800 in the Greater Hamilton area. However, he reports that on a per capita basis the region is doing no worse than any of the other large municipalities.

Ms. Kathy Drewitt reported on a survey being conducted by McMaster University, the Hamilton and District Labour Council and the Hamilton and District Chamber of Commerce. She said a sample of this survey that would be going to regional businesses would be sent to committee members prior to it's distribution. Ms. Drewitt also raised the point regarding self employed individuals and their employment adjustment with business closures and personal bankruptcies.

6. Next Meeting

Friday, March 8, 1991, 1:30 p.m. Committee Boardroom, 15th Floor, 119 King Street West, Hamilton, Ontario.

7. The meeting was adjourned.

NE/zg

TRAINING AND DEVELOPMENT " THE NETWORK "

CANADIAN JOB STRATEGY

JOB DEVELOPMENT : TO ASSIST LONG TERM UNEMPLOYED
JOB ENTRY - REENTRY : INTO LAUREN KIMBLE
SKILL SHORTAGE : TRAIN IN DESIGNATED OCCUPATIONS
SKILL OBSOLETE : RETRAINING DUE TO MKT. OR TECHNICAL
CHANGE

INSTITUTIONAL AND CLIENT BASED TRAINING 572-2526
PROJECT BASED PROGRAMS 570-7200

INSTITUTIONS

ALUMNAE COLLEGE - CONTRACT TRAINING 575 2208
- PROJECT BASED MANAGEMENT UNIT 527-7228

MCMASTER UNIVERSITY 525 9140 EXT-4105
BOARD OF EDUCATION 521-2514

APPRENTICESHIP

INDUSTRIAL TRAINING CONSULTANTS ASSIST IN THE
COORDINATION OF ON-THE-JOB TRAINING PROGRAMS
AND FORMAL STUDY PROGRAMS FOR APPRENTICES
TRADES UPDATING : COORDINATE COURSES TO UPDATE
THE SKILLS OF JOURNEYMEN AND CERTIFIED SKILLED
WORKERS.

521-7784

ABC COMPANY

EVOLUTION OF SKILLS DEVELOPMENT



OTHER

MINISTRY INDUSTRY TRADE & TECHNOLOGY 521-7783
REGIONAL ECONOMIC DEVELOPMENT 528-4447
CITIZEN ACTION GROUP 522-4002
PRIVATE TRAINING AGENCIES

ONTARIO TRAINING STRATEGY

OSDO ASSIST IN THE DETERMINATION OF OVERALL
TRAINING NEEDS FOR COMPANIES
DEVELOP AND APPROVE TRAINING PLANS
EVALUATE AND FOLLOW-UP CONSULTING 527-7228

O.B.S / W BASIC SKILLS TRAINING IN READING
WRITING, AND MATH SKILLS 527-7228

FUTURES
MCMAHON COLLEGE 338-1042
YOUTH EMPLOYMENT CENTRE
522-4502

H-W STAC

TO IDENTIFY DEVELOP AND PROMOTE
SKILLS TRAINING IN THE COMMUNITY
BY ACTING AS A COORDINATOR INITIATING
AND ACCESSING PROGRAMMES FROM PRIVATE,
FEDERAL, AND PROVINCIAL AGENCIES.

528 0545

TRAINING AND DEVELOPMENT "THE NETWORK"

CANADIAN JOB STRATEGY

KAREN WELLS 572-2513
 LAINETTE CARRIEGIE 572-2129
 MURRAY WRIGHT 572-2528
 GLOUA INGHIES 572-2438
 SCOTT BRANTON 637-3851

PROJECT BASED
 - 574-1717 570720
 JAMES HOUNISON
 PAUL STEELE
 LINDA ORRIS (Donna Yates)
 DARLINE ALLAN
 LINDA PEART

LINDA PEART
 545-8313
 387-3400

INSTITUTIONS

MOHAWK COLLEGE - CAROLYN GRAY 575-2203
 - PLESTON MERRILL
 RANDY BERNHART
 JIM VANDERKAMEN 527-7228
 STURLEY MARTIN

McMASTER UNIVERSITY 525-9140 EXT-4105
 BOARD OF EDUCATION 521-2514

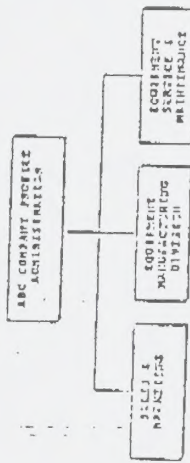
APPRENTICESHIP

JOHN FODERHIZER
 BIRAH ANDERSON
 PAMELA DAI
 LORENAE BAKER
 JANE PALMIL
 PAUL MECKE
 DENISE BOISVERT
 Sandra Smith

521-7764

ABC COMPANY

EVOLUTION OF SKILLS DEVELOPMENT



OTHER

MINISTRY, INDUSTRY TRADE & TECHNOLOGY 521-7783
 REGIONAL ECONOMIC DEVELOPMENT 528-4447
 CITIZEN ACTION GROUP: PATTI SHIRING 522-4902
 PRIVATE TRAINING AGENCIES

ONTARIO TRAINING STRATEGY

OSDO... 527-7228
 O.B.S./W 527-1228
 DON AIRLIS
 DOUGLAS DESOVARRE
 TOLLE HODSON
 TRICIA WARD
 RANDY BERNHART
 JIM VANDERKAMEN
 STURLEY MARTIN

FUTURES

MOHAWK COLLEGE 388-1642
 YORKMIL EMPLOYMENT CENTRE
 522-4902

H-W STAC

TO IDENTIFY DEVELOP AND PROMOTE
 SKILLS TRAINING IN THE COMMUNITY
 BY ACTING AS A COORDINATOR INITIATING
 AND ACCESSING PROGRAMMES FROM PRIVATE,
 FEDERAL, AND PROVINCIAL AGENCIES.

LINDA MOORE JOHN DODDS
 528-0545



THE HAMILTON & DISTRICT CHAMBER OF COMMERCE

RED HILL CREEK EXPRESSWAY SURVEY

Total East Mountain Businesses Surveyed by Postal Walk Drops: 1465

Returned to date: 98 or 6.7%

of responses indicating Layoffs anticipated due to announcement
and subsequent loss of business = 34 yes % = 34% 9 maybes

of responses indicating the respondent did not agree with the
decision = 87 or 88%



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NOTICE OF MEETING

COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

DATE: FRIDAY, APRIL 12, 1991

TIME: 1:30 P.M.

PLACE: Committee Room - 15th Floor
Ellen Fairclough Building
119 King Street West
Hamilton, Ontario

Minutes of March 8, 1991 Meeting enclosed for
your information and perusal.

APR 12

MINUTES

COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

Meeting Date: March 8, 1991
1:30 p.m.
119 King Street West
15th Floor, Hamilton, Ontario
Committee Room

There Were Present: Chairman Reg Whynott, Regional Municipality of Hamilton-Wentworth
Mr. Alf Spencer, Regional Social Services
Mr. Mike Schuster, Commissioner, Regional Social Services
Mr. Jim Vanderveken, Mohawk College
Mr. John Dodds, Transkills
Mr. Tony Busseri, CEC Hamilton Region
Mr. Andrew Tapajna, Mohawk College
Mr. Jon Buttrum, Citizen's Action Group in Hamilton Help Center
Ms. Nan McDonald, Workers Education Center
Mr. Bryan Adamczyk, Hamilton and District Labour Council
Mr. Bruce Baldwin, Ministry of Skills Development
Ms. Kathy Drewitt, Hamilton and District Chamber of Commerce
Mr. Neil Everson, Regional Economic Development Dept.

Absent With Regrets: Councillor Don Ross, Chairman Economic Development & Planning Committee
Councillor Brian Hinkley, Region of Hamilton-Wentworth
Ms. Patty Sterling, Citizen's Action Group in Hamilton Help Center
Mr. Bill Thompson, Honourable Dr. Richard Allen's office
Ms. Lisa Avedon, Ontario Ministry of Labour
Mr. John Martin, Local 1005, USWA
Ms. Karen Wells, CEC Hamilton Region
Mr. Ara Kuyumjian, Industrial Adjustment Service, CEC
Mr. Harry Shardlow, Ontario Ministry of Labour
Mr. Jim Boles, Regional Social Services
Mr. Ted Tompkins, AMEA Manufacturing Consulting Services Inc.

Absent With Regrets: Mr. Mike Pennock, Hamilton and District Social Planning and Research Council
Mr. Jim Weber, Mohawk College
Dr. Richard Allen, MPP
Mr. Bob MacKenzie, MPP
Mr. Brian Charlton, MPP
Mr. Lee Kirkby, Hamilton and District Chamber of Commerce

1. Introduction.

Ms. Kathy Drewitt of the Hamilton and District Chamber of Commerce initially chaired the meeting until Chairman Whynott's arrival. **Ms. Drewitt emphasized to all those members of the Community Based Employment Adjustment Committee to please confirm their attendance prior to the monthly meetings with Neil Everson at 546-2669 or Chairman Whynott's secretary 546-4200.**

2. Review of the Minutes.

The minutes of the January 28, 1991 meeting were approved without exception. Mike Schuster initiated the motion, Mr. Andy Tapanja seconder, CARRIED.

3. Report from Sub-Committees.

a) Marketing/Publicity Committee Report.

Chairman of this committee Kathy Drewitt indicated that background work has already been undertaken. The committee is awaiting endorsement from the Chamber of Commerce's Human Resources committee in order to utilize the older worker committee. This sub-committee is attempting to get participation from representatives of the marketing and advertising community in the Region. In relation to this, Ms. Drewitt has requested volunteers from any of these sectors to assist in this sub-committee.

b) Government Relations and Funding Sub-Committee.

In the absence of Mr. Bill Thompson, Mr. Brian Adamczyk read the minutes of the sub-committee. Mr. Jon Dodds of Transkills reported that he is expecting to receive replies from the group regarding an ideal labour adjustment process. Mr. Adamczyk indicated that the next meeting for this sub-committee would be Wednesday, March 13, 1991, 119 King St. West, 13th Floor, Room E, at 4:00 p.m. Ms. Kathy Drewitt brought to the attention of the group a copy of a survey done by the Chamber of Commerce and the local Labour Council regarding the inquiry into the knowledge level, participation level and skills level of employees being laid off or terminated. The results of this when completed will be forwarded to the group as a whole. Mr. Alf Spencer agreed to bring this report to the attention of the sub-committee members so they may be able to assist where possible.

c) Service Providers Sub-Committee.

The next meeting for this sub-committee is scheduled for March 15, 1991 at 135 James St. South, 5th Floor, Hamilton. The minutes from the previous Service Providers group meeting were introduced by Mr. Tony Busseri. All members of the larger committee as a whole read the minutes and were then asked to discuss the draft mandate.

At this point Kathy Drewitt opened up the floor for discussions regarding the actual mandate of the Service Providers sub-committee. Mr. Jon Buttrum initiated the discussion and emphasized that the coordination of the services really isn't working also that this draft mandate describes the problem but does nothing to answer the how concerning adequate implementation. Mr. Buttrum went on to suggest that how we coordinate the existing services is really the true measure of success of the Community Based Employment Adjustment Committee.

Ms. Nan MacDonald commented about the status of the manual preparation. Jon Buttrum indicated that this process was currently ongoing. Mr. Brian Adamczyk requested that the group discuss the issues that should be handled by the Service Providers group. Mike Schuster initiated the discussion and recommended approval of the draft mandate but argued that the sub-committee must come to grips with the how and implementation procedures. He extended the comments, that were previously alluded to by Neil Everson, regarding the fact that a decision must be made concerning implementation of the services and that it be made as simple as possible to service those effected individuals. Tony Busseri agreed and emphasized that we must look at what is best for the effected individuals. He stated that this group must get rid of the "whose territory" mentality and deal specifically with who is going to service the effected individuals.

Mr. Mike Schuster again commented that this was an issue that should be decided by the Service Providers group and that there must be established guidelines in which coordination services would proceed under. He recommended that the Service Providers sub-committee determined these guidelines and report back with their conclusion to the next Community Based Adjustment Committee. This opinion was essentially agreed upon by all member of the committee as a whole.

4) New Firms Requiring Services.

Mr. Jon Buttrum emphasized that he was not willing to discuss any companies that his organization was involved with concerning adjustment processes. This comment met with considerable disagreement among committee members since the last session saw an opening up of specific company related discussions around the table. Chairman Whynott concurred with the confidentiality issue however, he recommended that if warranted the committee could enter into an in-camera mode to discuss specific company issues. Mike Schuster recommended that any discussions concerning companies only be held at the Service Providers sub-committee level unless otherwise deemed necessary.

A point of semantics was raised regarding the title on the agenda and it was requested that instead of "new firms requiring services" that this title be changed to "adjustment updates". In concordance with this Mr. Tony Busseri of the Canada Employment Centre volunteered one of his staff members to coordinate all statistical and related data for adjustment activities in the region. Mr. Busseri went on to describe the current status of their adjustment form process and requested that we attach a copy to the minutes of this meeting.

5) Status of Existing Cases.

Discussions centered around the recent closure of the Woolworth's store in downtown Hamilton. Jon Buttrum raised the point that when the company says no to adjustment services do we have a responsibility to service these affected individuals. These comments resulted in further discussion of the merits of the committee as a whole and the role as Service Providers.

Chairman Whynott requested from all committee members that they send him a letter regarding their own personal opinion about the effectiveness of the committee and whether or not we should continue and/or what can be done to rectify the current problems. The Chairman agreed to summarize all comments and report back to the next committee meeting.

6) Adult Education Association.

Neil Everson with the support of Jim Vanderveken of Mohawk College described the services of Ms. Sharon Estok and the Adult Education Association. He also discussed Estok's request to sit on the committee and it was agreed that Jim Vanderveken would disseminate all required information to her organization.

7) Other Business.

The issue of the size of the Service Providers committee was raised and based on comments by Neil Everson the majority of the group agreed that the Service Providers sub-committee should consist only of those five individuals responsible for adjustment services to the effected companies and individuals. However, Chairman Whynott recommended that this would be something that committee members should include in their letters to him.

Next Meeting is schedule for April 12, 1991 1:30 p.m. Committee Room, 119 King St., 15th Floor.

8) Adjournment.

Acting Chair Kathy Drewitt called for the conclusion of the meeting and adjournment. Motion was proposed by Mike Schuster and seconded by Tony Busseri. **CARRIED.**

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THE REGIONAL MUNICIPALITY
OF HAMILTON - WENTWORTH

Office of the Chairman

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NOTICE OF MEETING

GOVERNMENT DOCUMENTS

COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

DATE: FRIDAY, MAY 24, 1991

TIME: 2:30 P.M.

PLACE: Economic Development Department - Board Room
1 James Street South
3rd Floor
Hamilton, Ontario

Minutes of April 26, 1991 Meeting enclosed for
your information and perusal.

NOTE: This meeting will replace the June 14, 1991 meeting
indicated on Page 6 of the April 26th Minutes.

MAY 24

MINUTES

COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

Meeting Date: April 26, 1991
2:00 p.m.
119 King Street West
15th Floor, Hamilton, Ontario
Committee Room

There Were Present: Chairman Reg Whynott, Regional Municipality of Hamilton-Wentworth
Mr. Alf Spencer, Regional Social Services
Mr. John Martin, Local 1005, USWA
Mr. Tony Busseri, CEC Hamilton Region
Mr. Jim Weber, Mohawk College
Mr. Walter Tuohy, Ministry of Skills Development
Ms. Kathy Drewitt, Hamilton and District Chamber of Commerce
Mr. Bill Thompson, Honourable Dr. Richard Allen's office
Mayor Robert Morrow, Mayor City of Hamilton
Mr. Ted Tompkins, AMEA Manufacturing Consulting Services Inc.
Mr. Neil Everson, Regional Economic Development Dept.

Absent With Regrets: Councillor Don Ross, Chairman Economic Development & Planning Committee
Councillor Brian Hinkley, Region of Hamilton-Wentworth
Councillor Dave Wilson, Region of Hamilton-Wentworth
Ms. Patty Sterling, Citizen's Action Group in Hamilton Help Center
Ms. Lisa Avedon, Ontario Ministry of Labour
Ms. Karen Wells, CEC Hamilton Region
Mr. Harry Shardlow, Ontario Ministry of Labour
Mr. Jim Boles, Regional Social Services
Mr. Mike Schuster, Commissioner, Regional Social Services
Mr. John Dodds, Transkills
Mr. Andrew Tapajna, Mohawk College
Ms. Nan McDonald, Workers Education Center
Mr. Bryan Adamczyk, Hamilton and District Labour Council
Mr. Lee Kirkby, Hamilton and District Chamber of Commerce
Mr. Mike Pennock, Hamilton and District Social Planning and Research Council

Absent With Regrets: Mr. Jim Vanderveken, Mohawk College

Dr. Richard Allen, MPP

Mr. Bob MacKenzie, MPP

Mr. Brian Charlton, MPP

Mr. John Buttrum, Citizen's Action Group in Hamilton Help Center

Mr. Ara Kuyumjian, Industrial Adjustment Service, CEC

Mr. Bruce Baldwin, Ministry of Skills Development

1. Introduction.

Chairman Whynott called the meeting to order and welcomed John Martin, President, USWA, Local 1005 to the meeting after several months absence.

2. Review of the Minutes.

The minutes of the March 8, 1991 meeting were approved with one exception, on page 3 of these minutes Mr. John Buttrum stated that he did not indicate the process of a manual preparation was ongoing. This will be amended by N. Everson. Kathy Drewitt initiated the motion, seconded by John Buttrum. CARRIED.

3. Report on Committee

The Chairman's report on the committee was agreed by all to be discussed at the end of the agenda.

4. Report from Sub-Committees

a) Marketing and Committee Report.

No meeting was held.

b) Government Relations and Funding Sub-Committee.

No meeting was held.

c) Service Providers Sub-Committee.

This meeting was cancelled until the results of the April 26 meeting of the committee as a whole.

5. Adjustment Updates

Mr. John Buttrum indicated that the Hamilton Help Center was in the process of initiating a hotline to deal with the problems of lay-offs for smaller companies. The number for this hotline to the Help Center is as follows (416) 521-9032

Mr. Tony Busseri, CEC District Manager provided a statistical review and economic summary of the prevailing effects of the recession on the regional economy. Specifically he supplied two documents to the committee which were handed out to all in attendance. Mr. Busseri requested information on the "upside" of the recession from the Economic Development Department, specifically these would be new companies located as well as building permit and new project data. Mr. Busseri related that he had made this request officially to Mac Carson, CAO, Hamilton Wentworth Region and Mr. Jim Thoms, Acting Director, Economic Development.

Mr. Ara Kuyumjian of the Industrial Adjustment Service commented on the reduction in work sharing cases and the extension of permanent lay-offs from Dare Candies, ABB, Hoover etc. This along with comments from other members of the committee indicated that all news regarding the recession is not negative.

6. Other Business

Mr. John Martin provided the committee with a handout regarding "permanent lay-offs and closures of a department" which originated from the recent Stelco strike. Mr. Martin described the desperate need to coordinate economic development functions and initiatives with strong support and direction from both the labour and industry sectors. Mr. Martin went on to relate that his office is prepared to offer unlimited resources to educate employers and workers regarding the impact on Hamilton-Wentworth of downsizing trends in the steel industry. John Martin continued to describe the need to have a concerted effort by labour and industry (via Hamilton and District Chamber of Commerce) to keep employees working and this community from becoming an economic ghost town.

Mayor Morrow reflected a more positive note indicating that 50 new employees were hired at the Burlington Street Westinghouse plant to fulfil a \$350,000,000 Korean Turbine contract. Mayor Morrow went on to describe that the presence of Mohawk College and McMaster University in Hamilton were key factors in this expansionary decision.

Chairman Whynott's report on the committee (Re: Table)

Chairman Whynott briefly described the comments that were summarized from submissions by committee members (copy attached). In regards to comments concerning the general committee Mr. Ara Kuyumjian commented on the single point of contact. He questioned whether this would be employer, committee member or employee specific. Bill Thompson agreed with Mr. Kuyumjian's comments and said that a contact was necessary but perhaps they should be divided into an external and internal contact structure.

Tony Busseri upon hearing further discussion of the comments stated firmly that this committee must go back and re-visit the reason why we are here. He basically confined his argument to three questions:

- 1) Are we serious about the issue of employment adjustment?
- 2) To what extent are we willing to tackle this growing problem?
- 3) How do we structure and implement a plan of action?

Mr. Busseri went on to emphasize that the original reason for this committee was to deal with this extremely important issue and it's too often grave consequences. Kathy Drewitt stated that the effected worker may call a variety of telephone numbers but she expressed concern with one hotline number as a solution. Some of these concerns revolved around the difficulties of advertising this number and responding properly and efficiently.

Chairman Whynott argued that we must have a common goal and then funding to support a means of accomplishing this goal is an area that the committee as a whole could agree upon and pursue. John Martin elaborated on this and said that funding really wasn't the problem but the actual delivery of services. John Martin continued to question the viability of having certain members sit on this committee; specifically he designated certain individuals as resources and others as major players. It was his belief that the committee should consist of a representative from regional government, city council, the public, labour, the Chamber and the community college.

Vice Chairman Ted Tompkins insisted that we redefine the objectives to make sure that nobody falls between the cracks and are properly serviced when it comes to employment adjustment. He stated that this was really the original purpose for this committee.

John Buttrum of the Citizen Action Group indicated that the Service Providers group must first be determined and then a committee as a whole would deal with any matters or problems arising out of this pro-active group. Chairman Whynott concurred and reiterated that we exist only to service those individuals of the Hamilton-Wentworth Region that are affected by downsizing and plant closures. Ara Kuyumjian stated that basically people only want a job and new source of income and are not as concerned with the services available to them. He indicated that their only objective is to once again join the ranks of the employed.

John Buttrum offered the committee as whole his alternative structure for this service. The prime focus was that membership should be frozen and the group as a whole should not exceed a dozen people. Each one of these individuals would be key player in the industrial adjustment process and they would be expected to attend every meeting without a designate or substitute being sent in their place. The sub-committees would also be made up of these individuals and would contain no members from outside agencies or resource groups. He prioritized the sub-committees in the following order: service providers, funding and government relations and marketing and advertising.

Discussions continued around the table regarding the fact that this committee must be seen as accomplishing something. Ara Kuyumjian requested that a mission statement be established and results tabulated according to this mission statement. Kathy Drewitt of the Chamber argued that until this committee gets it's act together it would be extremely difficult to market or advertise the service. She also enquired whether we are raising the expectations of affected employees that this group cannot deliver. Ultimately, it was her view that this group would be judged on job placement versus the level or quality of service. Continuing, she suggested a two prong approach:

- a) that labour and industry work on all levels of government to deliver proper adjustment, and
- b) that the service providers group must have a quick response and an effective response.

Finally after much deliberation Tony Busseri summarized the feelings of the committee as a whole. He emphasized that a small nucleus must be assembled within two weeks to hammer out a decision regarding the future of this committee. The following individuals were designated to comprise this nucleus:

Tony Busseri, CEC
John Martin, Local 1005, USWA
John Buttrum, Hamilton Help Center
Jim Weber, Mohawk College

Chairman Whynott requested that Neil Everson act as recording secretary for this group and compile a report summarizing the results to be presented at the next meeting of the community based employment adjustment committee.

7. Next Meeting

The next meeting of the committee will be Friday, June 14, 1991, 1:30 - 3:30 pm, 15th Floor, Committee Room, 119 King St. W, Hamilton, Ontario. Please RSVP Neil Everson, 546-2669.

8. Adjournment

NE/zg

URBAN MUNICIPAL

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1991

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MAY 28 1991

STATUS REPORT

GOVERNMENT DOCUMENTS

COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

MAY 24, 1991

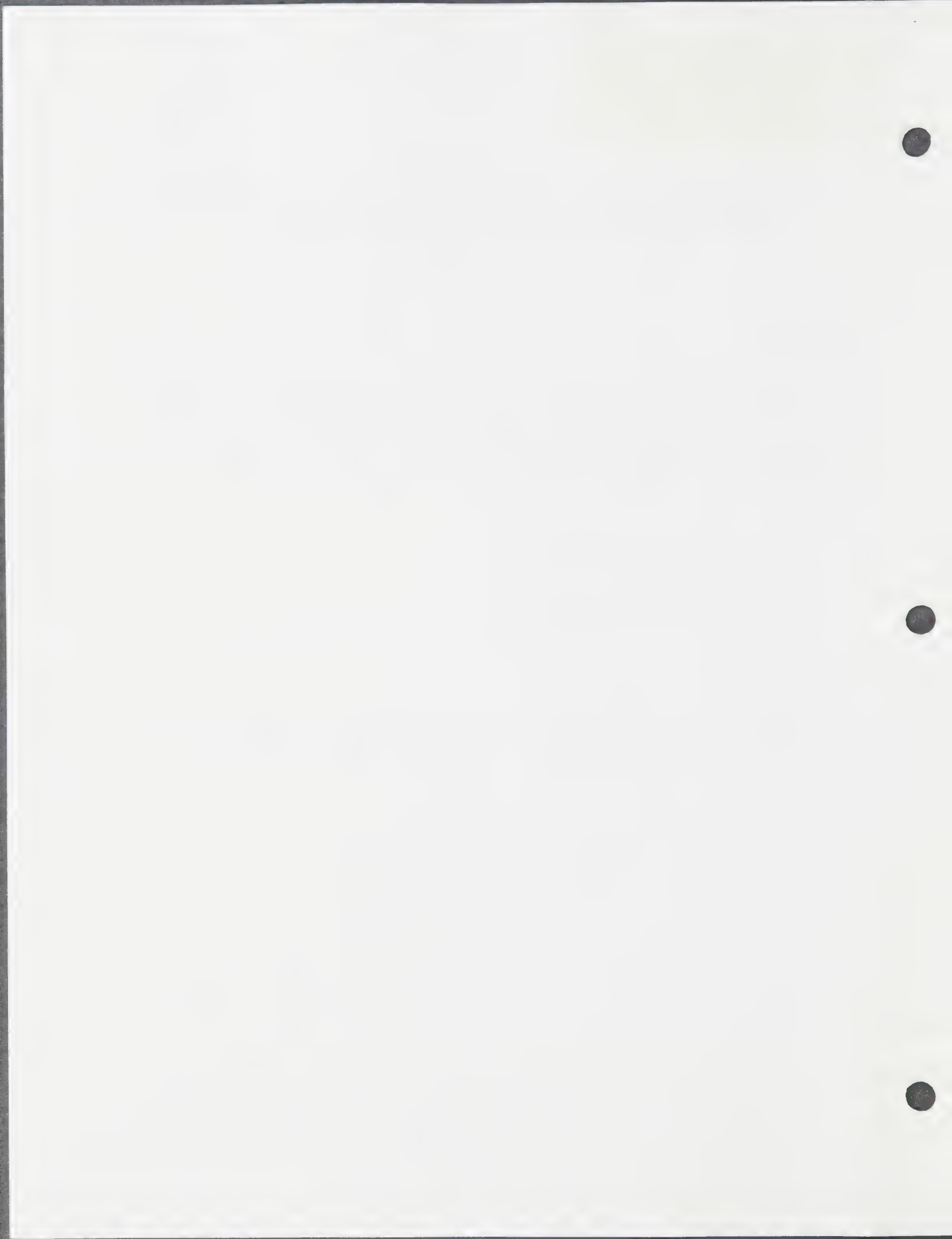
Introduction:

As a result of the April 26, 1991 meeting of the Community Based Employment Adjustment Committee, a four member panel was selected to resolve the problems currently facing this body. Specifically, this was to involve the formulation of new committee and sub-committee structures, the identification of a mission statement and a plan to more effectively deliver adjustment services. Comprising this four member panel were the following:

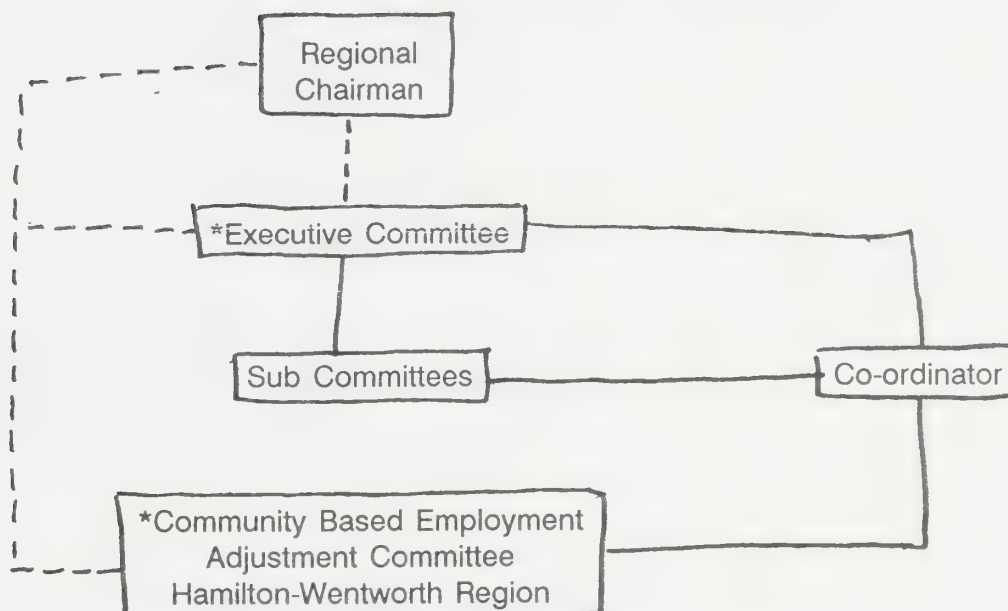
1. Mr. Tony Busseri, CEC Hamilton Region
2. Mr. Jon Buttrum, CAG, Hamilton Help Centre
3. Mr. John Martin, USWA Local 1005
4. Mr. Jim Weber, Mohawk College
- * Mr. Neil Everson, Economic Development Region (*recording secretary)

Mission Statement (Purpose):

To develop a comprehensive adjustment model that will foster the coordination and delivery of all available adjustment services and to ensure the workers and employers are fully aware of these services.



Structure

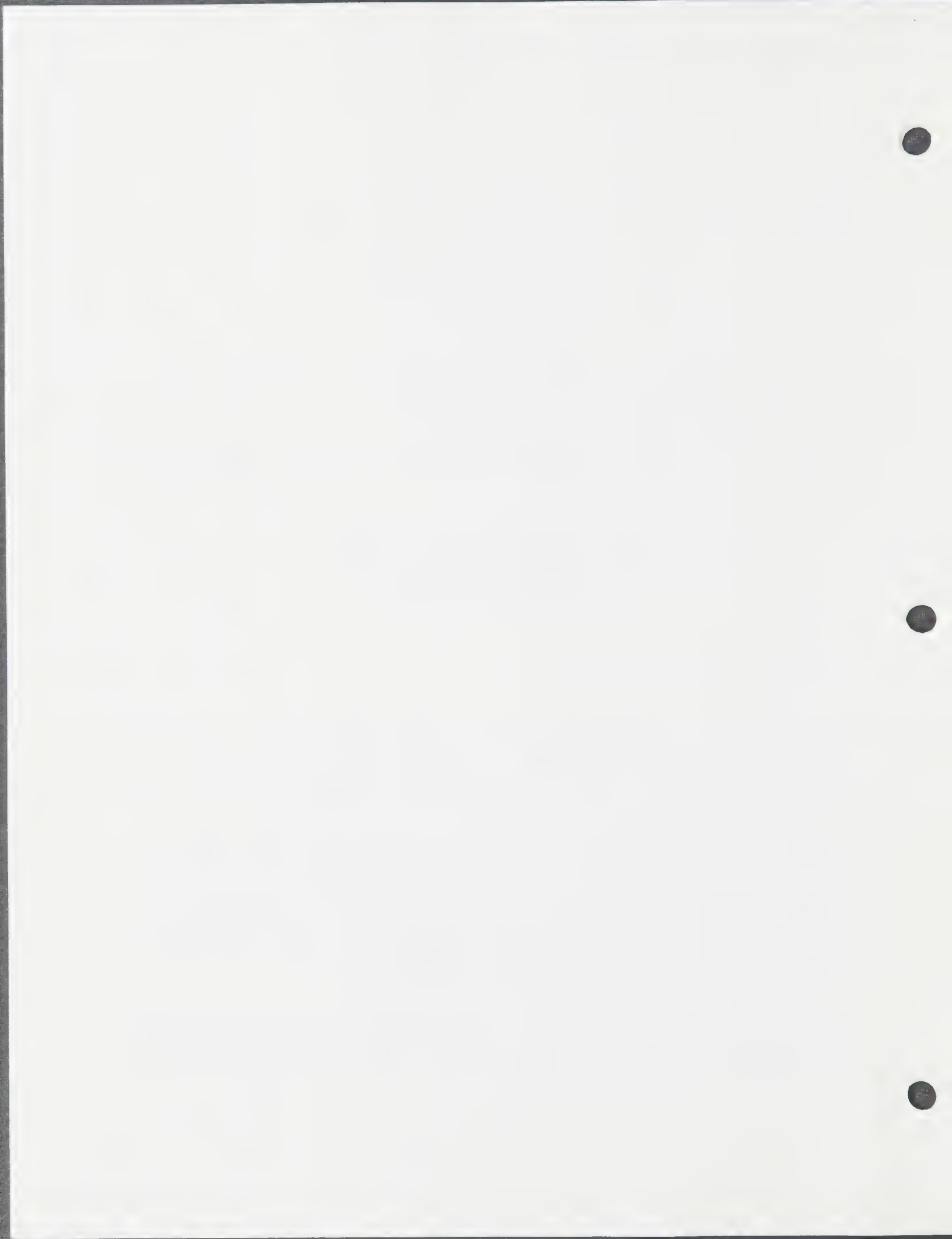


* Neil Everson: Recording Secretary

This chart displays the structure agreed upon by the four member panel. The Regional Chairman has been designated as the lead individual in the reporting structure. His responsibilities will be to continue his chairmanship role with the larger committee and serve in an advisory capacity to the Executive Committee (though he will not be a member).

The Executive Committee has been designated as the "nerve centre" for the employment adjustment process. This will be a five person committee which will establish the sub-committees, formulate policy and action plans, and bring recommendations to the larger committee. It was agreed that one member of this Executive Committee would chair each established sub-committees. Furthermore, this Executive Committee would appoint a co-ordinator who in essence would be responsible for ensuring that decisions made at all the committee levels were implemented and that employment adjustment processes were being properly promoted and delivered to employees and employers.

Finally, the decision was made to stream-line the larger committee to a maximum of fifteen members. Individuals or organizations that were eliminated from this committee and sub-committees would be designated as Employment Adjustment resources and most likely be asked to serve on appropriate sub-committees.



In order to maintain the consistency of this new structure, the panel requested that Neil Everson continue as recording secretary for the larger committee and be available to perform the same function to the Executive Committee.

Membership:

Executive Committee (five)

1. Bryan Adamczyk, Ham. & District Labour Council
2. Jim Weber, Mohawk College
3. Kathy Drewitt, Ham. & District Chamber of Commerce
4. Tony Busseri, CEC, Hamilton Region
5. Jon Buttrum, CAG, Hamilton Help Centre

Co-ordinator (one)

T.B.A. - Decided by the Executive committee and recommended to the committee as a whole.

Committee As A Whole: (Voting Members)

* Includes 5 executive committee members.

6. John Martin, USWA Local 1005
7. Mike Schuster, Regional Social Services
8. Agnes Salmer, Ministry of Labour (Hamilton)
9. Bill Thompson, Dr. Richard Allen's Office
10. Ara Kuyumijan, CEC Ind. Adj. Service
11. Nan McDonald, Workers Education Centre
12. Ted Tompkins, AMEA Mfg. Consultants
13. Mike Pennock, Ham. & District Social Planning & Research Council
14. Patti Sterling, CAG Ham. Help Centre

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15. Reg Whynott, Chairman, Hamilton-Wentworth Region
 16. Neil Everson, Economic Development Dept., Hamilton-Wentworth Region

The four member panel stipulated that membership in this larger committee would be frozen. If a member should be absent for a prolonged period of time an alternate may be recommended but the committee would decide upon their voting status.

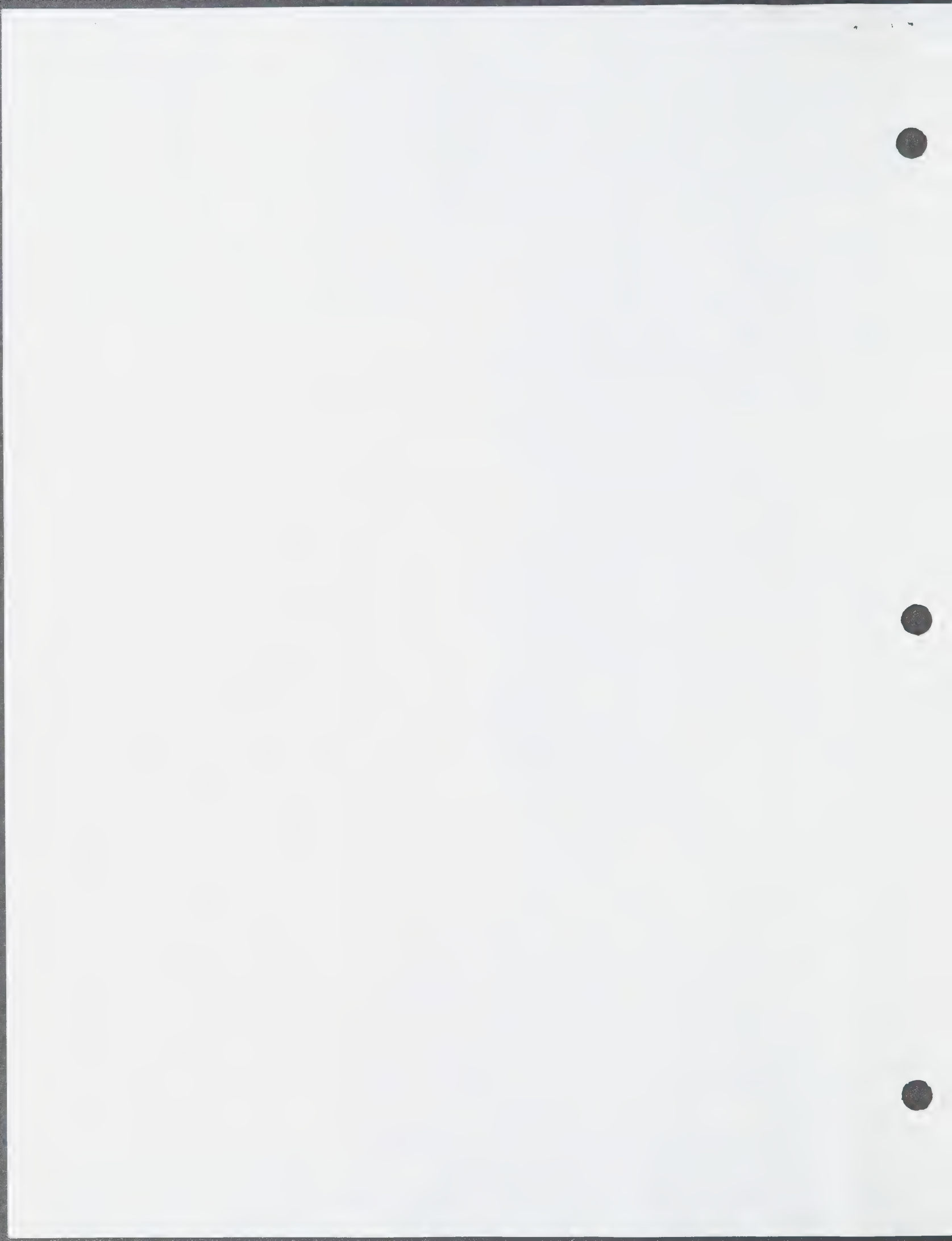
All Regional Councillors and area MPP's would continue to receive minutes, etc. and would be welcome to attend Committee meetings.

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Key Issues:

The four member panel identified two major issues and established the date of June 30, 1991 for their commencement. These issues were:

1. Development of a hot-line and information kit.
2. Effective co-ordination of existing services (how do people know where to go when they require adjustment services).



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MINUTES

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1 COMMUNITY BASED EMPLOYMENT ADJUSTMENT COMMITTEE

Meeting Date: May 24, 1991
2:30 p.m.
Hamilton Help Center
77 Victoria Ave. S
Hamilton, Ontario

There Were Present: Chairman Reg Whynott, Regional Municipality of Hamilton-Wentworth
Mr. Alf Spencer, Regional Social Services
Mr. Neil Everson, Regional Economic Development Dept.
Mr. Jim Vanderveken, Mohawk College
Ms. Patti Sterling, Citizen's Action Group in Hamilton Help Center
Ms. Linda Moore, Transkills
Ms. Karen Wells, CEC Hamilton Region
Mr. Tony Busseri, CEC Hamilton Region
Mr. Bryan Adamczyk, Hamilton and District Labour Council
Ms. Nan McDonald, Workers Education Center
Mr. John Buttrum, Citizen's Action Group in Hamilton Help Center
Mr. John Martin, Local 1005, USWA
Mr. Bill Thompson, Honourable Dr. Richard Allen's office

Absent With Regrets: Mr. Jim Weber, Mohawk College
Mr. Walter Tuohy, Ministry of Skills Development
Ms. Kathy Drewitt, Hamilton and District Chamber of Commerce
Mayor Robert Morrow, Mayor City of Hamilton
Mr. Ted Tompkins, AMEA Manufacturing Consulting Services Inc.
Councillor Don Ross, Chairman Economic Development & Planning Committee
Councillor Brian Hinkley, Region of Hamilton-Wentworth
Councillor Dave Wilson, Region of Hamilton-Wentworth
Ms. Lisa Avedon, Ontario Ministry of Labour
Mr. Harry Shardlow, Ontario Ministry of Labour
Mr. Jim Boles, Regional Social Services
Mr. Mike Schuster, Commissioner, Regional Social Services

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Absent With Regrets: Mr. Andrew Tapajna, Mohawk College
Mr. Lee Kirkby, Hamilton and District Chamber of Commerce
Mr. Mike Pennock, Hamilton and District Social Planning and Research Council
Dr. Richard Allen, MPP
Mr. Bob MacKenzie, MPP
Mr. Brian Charlton, MPP
Mr. Ara Kuyumjian, Industrial Adjustment Service, CEC
Mr. Bruce Baldwin, Ministry of Skills Development

1. Introduction.

Chairman Whynott called the meeting to order and thanked John Buttrum for the use of the Hamilton Help Center facilities for the meeting.

2. Review of the Minutes.

The minutes of the April 26, 1991 meeting were approved with acceptions noted by Kathy Drewitt of the Chamber of Commerce to the recording secretary Neil Everson. Tony Busseri initiated the motion, seconded by Alf Spencer. Carried.

3. Status Report Review.

The status report prepared by the four member panel was presented and described by Mr. Tony Busseri. After a description of the methodology and conclusions, Chairman Whynott opened the meeting up to discussion on the proposed new structure. Chairman Whynott initiated the following points himself:

1. that observers be allowed to attend the "committee as a whole" meetings but would be considered non-participating and non voting members.
2. when an extended absence of a committee member would occur a designate could be recommended to the executive committee which would then decide on their participatory status.
3. regarding the co-ordinating position, this would not be a newly created staff position but would be an individual assigned to the role and donated by a particular organization.

4. that all members of provincial parliament and regional councillors receive the minutes of the committee and be extended an invitation to attend the committee meetings however, they would not be voting members in any recommendations or actions.

Mr. Alf Spencer enquired as to Bill Thompson's role in the new structure. John Buttrum remarked that it was the panel's decision that Mr. Thompson would be the communications pipeline to Queen's Park and also based on Dr. Richard Allen's original interest in the committee he would keep the Minister informed of any actions of this group. Ms. Nan McDonald enquired as to why the status report decision developed. Chairman Whynott briefly described how the decision to prepare this report was arrived at from the last meeting. Further, Ms. McDonald indicated that she was not receiving the mailing and asked if this problem could be remedied.

Brian Adamczyk raised the question regarding the status of the sub-committees and if they would continue to exist. Tony Busseri answered the question saying that the Executive Committee would be responsible for determining what sub-committees would survive and which new sub-committees would be created. Upon hearing this Mr. Adamczyk said that he would not tell those labour representatives who volunteered for the sub-committees that their services are no longer needed. Consequently, he withdrew the endorsement of the labour council for this new structure based on this fact. In support of the panel group Ms. Patti Sterling indicated that the sub-committee structure as it was merely wasting the time of those individuals that attended and she complimented the streamlining of the new structure and any sub-committees that would result out of it.

In an effort to resolve labour's non-support of the new structure, Chairman Whynott recommended that when the Executive Committee decides to enact new or existing sub-committees that original members be recalled to serve on these particular committees. Mr. Adamczyk agreed that this might be acceptable however, he cannot go back to his people who have volunteered for these committees and tell them they were no longer needed. John Buttrum argued that either this modified structure be accepted or that nobody will be involved at all in employment adjustment. At this point John Martin, President of local 1005 USWA said that his union would be exiting at this point in the process. Hopefully, he argued, the Executive Committee would get it's act together and then designate who would take lead roles in sub-committees and specific actions. He said that local 1005 would be more than happy to serve in any assigned task but that action instead of talk should be initiated by this group. Tony Busseri echoed Chairman Whynott's concerns that no labour designate need be told that their services are no longer required but once the sub-committees were established their presence and contributions would be required.

Chairman Whynott described the trend in the region, which he personally spearheaded, to involve the community and utilize it's representatives in a larger capacity. The Community Based Employment Adjustment committee is just one example of this and he stressed that to have these type of organizations work that people can't be excluded but their participation is paramount in any success. He continued by agreeing that the streamline and rationalization of the committee was a necessity or the venture would be doomed to failure in it's objective of servicing affected employees.

Linda Moore commented that instead of being concerned with affiliations and representation by specific bodies that those individuals which can make this committee work be the ones directly involved in the process. John Buttrum stated that we need the right people not the right representation to make the committee work. Again Linda Moore argued that the stronger connection to the employer committee in terms of placement is really what is needed to make the committee function and appear successful. At this point Chairman Whynott read the remarks of the Hamilton and District Chamber of Commerce, they were the following:

1. concern about the appointment of a full time staff person as the coordinator (Chairman reiterated that this was a misunderstanding)
2. that the Region's offer of a recording secretary and facilitator was significantly appreciated
3. that there was not enough private sector representation in the process
4. the break from political representatives was applauded but why some and not all
5. that the Chamber's role would be to publicize and lobby but not as frontline adjustment services.

Chairman Whynott then went through the status report line by line and with agreement and input from the group. The document was modified and accepted by the committee as a whole. Chairman Whynott then stated the consensus of the group that the Executive Committee was officially endorsed and that they would bring back recommendations and suggestions to the committee as a whole at a meeting to be scheduled before the end of June. Alf Spencer requested the recording secretary to follow-up with each specific member of the new committee as a whole to gage their interest and participation status. N. Everson requested that a letter be sent from the Chairman to these members as well as executive members asking them to officially commit to this committee.

4. Other Business

In terms of other business Mr. Tony Busseri had questions regarding the provincial governments contributions for adult education and other programs. He asked the Chairman if there was a way in which we could effectively coordinate these new funds with adjustment efforts currently underway in the community. This point was discussed at length among members and Chairman agreed to investigate it and give it further thought and return with comments at the next meeting.

5. Next Meeting

June 21, 1991
1:30 p.m.
119 King Street West
15th Floor
Committee Room
Hamilton, Ontario

6. Adjournment

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X. RED	25079	ROUGE X.

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